

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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from the EDITOR'S CHAIR

A NEW CHANCE

Oakland's new city manager will take office soon. Those of us in the Alameda County labor movement wish him success. We also feel that a change at City Hall opens the door for bold new approaches to the city's problems.

The Oakland Tribune crowd will tell Jerome Keithley—if they haven't done so already—that these problems are high taxes and racial and peace agitators.

We in labor feel the big challenge in Oakland is revitalizing it, in the literal sense.

Like many other central cities across the nation, Oakland has ceased to be a magnet. People are being attracted to the suburbs. So is commerce and industry. With them, so are jobs.

People shop in the suburbs. They go out to dinner in the suburbs. Entertainment and cultural facilities in the suburbs are improving. Rapid transit and more freeways, though important to Oakland, will increase this trend toward dispersal and mobility.

★ ★ ★

JOBS & HOUSING

Oakland needs new life downtown to attract jobs and spending. The City Center Project is one imaginative solution which has been advanced. It would be an important, but a partial, step.

New low-cost housing is needed to compete with the lure of suburban tract home ownership. So far, there has been little indication that federal redevelopment projects here will fill this need.

The unemployment and educational problems of minority groups can be solved fully only over a considerable period of time, and on a nationwide level. But many things can be done locally. Many of us in labor feel that some of the things being done here are not the right ones.

For instance, there is little sense in training people with \$5 million in federal funds for jobs in which there already are surplus workers. Much can be said for the argument that more jobs—not more training—is the real need.

Revitalizing Oakland, attracting new industry and jobs, making it a more desirable place for all to live, work and play, is the real challenge facing Alameda County's largest city.

Practically none of us would say now that Oakland is a bad place to live. Most of us feel secretly that San Francisco has the nationwide reputation, but Oakland has it all over San Francisco.

But like most cities, Oakland suffers from the ills of advancing age. And creative leadership and imaginative breakthroughs are needed.

OFFICIAL NOTICES

Unions will find notices of important meetings called by their officers on page 5 of this issue of the Journal.

Labor gains key support to revamp 'skills center'



JOE W. CHAUDET

Chaudet elected new president of Port Commission

Joe W. Chaudet, general manager of the East Bay Labor Journal, was elected president of the Oakland Board of Port Commissioners for 1966 Monday.

Chaudet, who was vice-president of the commission during 1965, succeeds Edward G. Brown.

A port commissioner since 1961, Chaudet is a past president of Oakland Typographical 36 and was postmaster of Oakland from 1950 to 1953. He has been general manager of the East Bay Labor Journal since 1953.

Chaudet has served as president and secretary of the Northern California Conference of Typographical Unions, special ITU representative, member of the Executive and Law and Legislative committees of the Central Labor Council and delegate to many conventions.

He is a member of the Democratic State Central Committee and holds membership in four other unions: Newspaper Guild 52, Letter Carriers 76, Post Office Clerks 78 and Teamsters 96.

He has served on various community fund drives and has been a member of the Alameda County Grand Jury.

COPE to meet Tuesday to discuss '66 campaign

The 1966 political campaigns will be discussed by the Alameda County AFLCIO Council on Political Education at its next regular meeting.

The meeting will be at 5:30 p.m. Tuesday in the William P. Fee Room of the Labor Temple, according to Robert S. Ash, secretary-treasurer.

State aides to map rules, meet unions

Labor has gained key support in its fight to make the proposed Oakland "skills center" a useful weapon in the war on poverty—rather than a project to train workers for jobs which don't exist.

Executive Secretary-Treasurer Robert S. Ash and President Russell Crowell of the Central Labor Council met Tuesday with Don Sheets, deputy director of the State Department of Employment, and Don Roney, the department's chief of manpower utilization and training.

Ash said they agreed to set up ground rules for the \$5 million federal Manpower Development and Training Act program.

Sheets will spend up to three days a week in Oakland, meeting with representatives of unions in occupations where it is tentatively agreed there is a need for newly-trained workers, Ash said.

Roney and Sheets were dispatched to Oakland by Governor Edmund G. (Pat) Brown after labor asked the governor to be sure the "skills center" reduces—rather than adds to—poverty in Alameda County.

Ash said Tuesday afternoon, after their second meeting with Labor Council officials, that the two state aides had agreed upon ground rules for the project and would put them into writing upon returning to Sacramento.

Ash said he and Crowell would
MORE on page 7

Angelo wins new Steelworkers' post

Joseph Angelo, sub-district director for the United Steelworkers of America here for the past 17 years, is now the assistant to District Director Charles J. Smith.

Angelo's new appointment was revealed to the Central Labor Council by William Stumpf, Steelworkers' staff representative. Stumpf said Angelo will also retain his post as sub-district director, spending time in both Oakland and Los Angeles, where the District 38 office is located.

District 38 includes 15 states. Angelo was treasurer of the Central Labor Council for eight years until the office was merged with that of the executive secretary last year.



CONGRESSMAN JEFFERY COHELAN (D-Berkeley), right, is shown with Seyfi Demirsoy, president of Turk-Is, the Turkish Labor Federation, while on an inspection tour of Agency for International Development projects in the Middle East. Congressman Cohelan, a member of the House of Foreign Operations Subcommittee, also visited the United Arab Republic, Pakistan and India. While in Turkey, he met Prime Minister Suleyman Demirel, toured AID projects and met Peace Corps volunteers.

'Plenty of workers to construct BART'

Claims of the State Department of Employment and civil rights groups that there will be worker shortages during construction of the Bay Area Rapid Transit System were disputed at Tuesday night's Building Trades Council meeting.

At present, just over 200 construction workers are employed on rapid transit projects in the three counties of the district. BTC Business Representative J. L. Childers said.

By January, 1967, Childers estimated, the number will be about 1,500.

'A FAR CRY'

But, he said, this is a far cry from the 5,000 predicted in a recent report by the Coastal Area Office of the State Department of Employment.

And the department's forecasts of worker shortages in other phases of construction are "hullabaloo" and "mostly hot air," Childers added.

Childers backed up this statement by citing a just-issued report of the Governor's Office that construction activity in California declined during 1965.

Although the construction outlook is still good, it does not merit all the "excitement" about training new workers caused by

civil rights advocates who used the Department of Employment report as evidence, according to Childers.

300 CARPENTERS

To show why the Department of Employment figures are wrong, Childers said that on a recent day he was told by an official of the department's Oakland office that 50 Carpenters were registered as out of work in Oakland.

Apparently many not-working Carpenters had not gone to the department, Childers said, because Local 36 alone had 300 members signed up as out of work on that day.

Childers added that only a few
MORE on page 7

Nominations Jan. 24, 31 for two CLC positions

The Central Labor Council will hold nominations for an Executive Board vacancy and one trustee's post Jan. 24 and 31.

Arthur M. Wade, president of Communications Workers 9415, is resigning from the Executive Board because he has accepted a post with his international union. The term of Trustee Charles F. Jones is expiring.

HOW TO BUY Need for better food standards

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

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In these days of highly-processed foods with several ingredients, it's difficult to know how much of the main ingredient you get, and how much added fillers such as added fat, water, bread crumbs, etc.

The battle over what constitutes "peanut butter" shows the need for higher standards and more content information on packages.

The U.S. Food and Drug Administration for several years has been trying to decide how much of other ingredients manufacturers can add to peanut butter and still call it "peanut butter."

In 1958, an alert FDA inspector found a Proctor & Gamble factory producing two products both called peanut butter. One was Big Top, with about 90 per cent peanuts; the other, Jif, with about 75 per cent peanuts and the rest mainly Crisco.

So in 1959, the FDA announced that any product labeled "peanut butter" must have at least 95 per cent ground peanuts, and not more than five per cent salt, sweeteners and peanut oil (to prevent separation).

But the larger manufacturers argued that they needed at least 13 per cent of optional ingredients such as fats to make a peanut butter that wouldn't stick to the roof of the eater's mouth and also be easier to spread.

Because of the manufacturer protests, FDA changed its proposed regulation to 90 per cent.

Then, however, FDA started getting protests from consumers, especially members of the Federation of Homemakers, a Virginia organization, who want the 95 per cent standard, and members of consumer co-ops who have their own "Old Fashion" peanut butter with approximately 93 per cent real peanuts.

Right now, FDA is trying to figure out what to do. The likelihood appears to be a compromise, possibly at 92 or 93 per cent.

THIS INCIDENT SHOWS the power of consumers to get government agencies to fix high-quality standards when they speak up.

You, too, whether you are a peanut butter manufacturer, or just an eater, can let the Food and Drug Administration, Washington, D.C. 20204, know how you feel on this question.

The real problem of many processed foods, is that added ingredients often reduce nutritional quality of foods without

frank notification to the consumer.

Peanut butter made with just a small amount of added fat has 126 grams of protein per pound, while "peanut spread," made with a larger amount of fat, has only 92 grams. Protein, of course, is the important and expensive food value.

Nor does improving the food value really hurt the manufacturers. After the controversy erupted, Jif raised its peanut content to over 90 per cent without any apparent protest from the public that it sticks to the roof of your mouth.

DEVELOPMENT OF processed foods in recent years has outrun the ability of federal and state authorities to set standards for what they should contain, and also has made present labelling requirements obsolete.

As you may know, under federal and some state regulations, processed foods containing two or more ingredients either must meet an established "standard of identity," or list the ingredients in order of predominance.

For example, the "mayonnaise" standard requires that products bearing this name must be at least 65 per cent oil, while "salad dressing" needs have only 30 per cent.

Fruit "preserves" or "jellies" must have at least 45 per cent fruit or fruit juice. "Frozen breaded shrimp" must have at least 50 per cent shrimp, "chicken with noodles" at least 15 per cent chicken.

Products on which identity standards have not been set must list ingredients in order of importance. For example, one brand of frozen ready-to-serve macaroni and cheese lists its ingredients, in order, as "water, macaroni and cheese."

Both the identity standards and the list of ingredients nowadays have only partial usefulness. A shopper cannot be expected to memorize all the standards already in existence. Nor are the labels required to state the actual amounts.

The consumer never knows that "chicken soup" meets the identity standard even though it contains only two per cent chicken, and that "chop suey with chicken" need have only four per cent meat.

You can get a free booklet "What Consumers Should Know About Food Standards," from the Food and Drug Administration at the address listed above.

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What in the WORLD! by TED



Repaying a Tragic Debt

Twelve thousand victims of Nazi persecution — including 2,239 in the United States — will share a \$12.5 million year-end bonus distributed by the Office of the United Nations High Commissioner for Refugees (UNHCR).

The payment, third and last of a series to this group, stems from an agreement under which the West German government put some \$17 million at UNHCR's disposal to indemnify victims of Hitler's regime.

The first and second payments were made at the rate

of \$100 and \$130 a point, respectively.

The point system is based on an applicant's length of detention in a concentration camp, injuries resulting therefrom, present capacity to work, age and other factors. For example, a person who spent three years in a concentration camp is allotted four points. If he is more than 70 years old, he receives another two points.

UNHCR says the last payment, to be made before the end of the year, "will be the largest of the three."

Gals, you're going to work!

Mary Dublin Keyserling, director of the Labor Department's Women's Bureau, urges young women to "recognize the increasing likelihood that they will not only be homemakers but wage earners as well for a considerable part of their lives."

Mrs. Keyserling added: "About nine out of 10 teenage girls can count on being gainfully employed at some time during their lives. Today there are approximately 27 million women workers. An estimated 30 million will be in the work force by 1970."

"Today women aged 45-54 are more than twice as likely to be employed than before the war, and it is in this middle period of a woman's life she is most likely to work."

Truth bills will be re-introduced

Truth-in-lending and truth-in-packaging bills will be re-introduced in Congress during 1966, Esther Peterson, President Johnson's special assistant for consumer affairs, told the recent Association of California Consumers convention.

She said California consumers can be an influential force for support of these important measures.

U.S. No. 1 not best potatoes

State Consumer Counsel Helen Nelson has criticized the practice of using quality standards designed for the wholesale trade on potato packages sold to consumers.

In testimony before the National Commission on Food Marketing, Mrs. Nelson said consumer standards for potatoes have been established and should be used.

It is common practice to sell consumer size packages of potatoes labeled "U.S. No. 1," the consumer counsel declared, adding: "U.S. No. 1 is not even the top wholesale grade, but the second."

New booklet

"Will You Be Fooled By a Fraud?" is the title of a new booklet issued by State Consumer Counsel Helen E. Nelson to help the public recognize some common tricks and deceptions. It also lists state and local agencies, public and private, which help consumers.

Modern design

A relatively tall, graceful bottle was modeled in a five ounce size that actually gives the appearance of being larger than the old 10 ounce size.—Modern Packaging.

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Getting Your MONEY'S WORTH

DO YOU NEED disk brakes?

Last year, few U.S. cars offered a choice between conventional drum brakes and a combination of rear wheel drums and front wheel disk brakes.

For 1966, all the leading manufacturers are offering disk brakes, either as standard equipment on one or more models or as optional equipment on others.

Consumers Union has tested one disk-equipped car of each manufacturer offering them as an option to determine how worthwhile they are. The test results are published in the January, 1966, issue of Consumer Reports.

Results on the full-size cars were quite disappointing in one respect. They all had power-assisted braking systems which were found to lack the excellent braking control of the nonpower-assisted disk brakes tested on a smaller car last year.

Consumers Union recognizes that disk brakes on cars as heavy as the full-size sedans require a power assist, but they feel the manufacturers have gone too far and have robbed the driver of badly needed brake "feel."

So little effort is required to apply the power disk brakes that it is easy to throw a car into a skid. While a driver could be expected to accustom himself to a light brake pedal for a normal stop, it would be difficult for most drivers to avoid skidding in a panic stop.

An unwelcome corollary to power-assisted brakes (disk or drum type) is their dependence on the car engine. If the engine should stall and the vacuum reserve supply be exhausted, the brake effort quickly zooms from feather-light to super-human.

DISK BRAKES on three full-size cars demonstrated excellent resistance to fading in repeated stop tests. However, the control problem inherent in the power-assisted disk brakes in the three cars tested makes this option of doubtful value in such cars.

It remains to be seen whether the opposite conclusion may yet be dictated for other cars. Consumers Union will be testing—some heavy luxury models or models with engines that are too powerful for the size of the car.

Meanwhile, the drum brakes of the four full-size cars tested all gave a good performance. So it looks as if drum brakes will be in the family transportation business for a while yet, at least.

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

'Pat' Brown is the favorite Democrat in Northern Calif.

Democrats in Northern California were asked recently which member of their party most closely followed their own views on key issues.

About 5,000 returned the questionnaires, which were distributed during the Dollars for Democrats Drive. Of these, approximately 3,100 indicated their first choice was Governor Edmund G. (Pat) Brown.

Commenting on the survey, Co-chairman Richard Adams and Alan Parker said:

"Recently tabulated returns of a questionnaire distributed to all Democrats contacted on Dollars Day, (Oct. 2-3) show overwhelming grass roots support for the governor as leader of our party in California and indicate we can marshal several thousand new workers in the precincts for Pat Brown next year."

CRANSTON NEXT

Controller Alan Cranston was second in the running, with 800 votes.

"Other Democratic office holders, including Lieutenant Governor Glenn Anderson and Assembly Speaker Jesse Unruh, also received sizable support," Adams and Parker said.

"The late Senator Clair Engle, California Supreme Court Justice Stanley Mosk, former Congressman James Roosevelt and longtime State Committee Chairman Roger Kent were prominently mentioned."

Adams and Parker said "one interesting result is that Los Angeles Mayor Samuel Yorty, mentioned as a possible contender for the Democratic gubernatorial nomination next year, has very little following in Northern California."

Yorty received only three votes in the popularity poll.

OTHER QUESTIONS

Other questions in the poll tested public opinion on specific issues and will be tabulated as soon as possible, Adams and Parker said.

The co-chairmen concluded that "the results of this unique poll show that the Democratic Party in Northern California is in good shape, and a vast cross-section of Democratic workers will be working the precincts next year for Governor Brown and the Democratic slate."

'Labor Looks at Congress'

"Labor Looks at Congress, 1965," a 56 page summary of last year's session, is now available from the AFLCIO Pamphlet Division, 815 16th St., N.W., Washington, D.C. 20006. Single copies are free. Ask for Publication No. 77G.



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Employers blamed for most racial discrimination in hiring

One out of every five complaints filed with the new United States Equal Employment Opportunity Commission has been against a union.

Most of the complaints—87 per cent—received by the commission during its first 100 days of operation were against employers. The remaining 3 per cent were against state government agencies.

In some cases, both employer and union were named in complaints.

The commission received 1,383 complaints charging discrimination in employment practices during the approximately 14 weeks.

Chairman Franklin D. Roosevelt Jr. says the commission probably has jurisdiction over only about 966 of these.

Nearly seven out of every 10 of the 966 are from 11 southern states. The largest number, 135, was from Alabama; 131 were from North Carolina; 76 from Louisiana, and 68 from Mississippi.

Among states outside the South, Iowa, with 53 complaints, and New York, with 43, had the largest numbers. Twelve complaints were received from California.

Seventy-three per cent of the complaints claim racial discrimination, 16 per cent sex discrimination and one per cent discrimination because of national origin.

Of the 966 cases, 282 deal with hiring, 248 with promotion, 150 with seniority, and 107 with wage differentials.

AWOC, Teamsters announce joint farm organizing drive

The AFLCIO Agricultural Workers Organizing Committee and Teamsters Joint Council 38 will cooperate in a drive to organize farm workers, launched this week.

AWOC will continue to concentrate on field workers, while the Teamsters have set aside \$5,000 a month to unionize truckers who haul crops from fields and packing sheds.

Their first joint target will be citrus workers in Tulare County, starting this month.

Both organizations said they will work together "as closely as possible." The drive was considered a significant new development in farm labor organizing, partly because of the AFLCIO-Teamster cooperation.

CANNERIES UNIONIZED

Most of the workers in California canneries and frozen food plants are already members of the Teamsters. But the bulk of

the truckers who haul fruits and vegetables to the plants are still non-union, as are most field workers.

Cannery workers who are covered by collective bargaining laws, and receive more than \$2 an hour plus overtime and fringe benefits, feel that the non-union status of the drivers threatens their gains.

They add that produce truckers and field workers deserve the same protections they have.

The drive was officially launched at a rally in Swathmore, Tulare County.

East Bay men win State Teachers Federation posts

Miles Myers, former president of Oakland Teachers 771, has been named a vice-president of the California Federation of Teachers, AFLCIO.

Myers was appointed at the state convention in San Jose to replace Marshall Axelrod of San Francisco, who was elected CFT president in a heated contest.

Axelrod defeated Mel Crane of San Diego for the state presidency. He then appointed Myers to replace him as vice-president for Northern California.

Farrel Broslawski of Los Angeles was re-elected vice-president for Southern California.

Bill Plosser of Oakland Local 771 and John Fallon were retained as executive secretaries for Northern California and Southern California, respectively.

Paul McGinnis of El Cerrito was re-elected state treasurer, and Flora Beck of Los Angeles, secretary.

Public discussions on Cal-Med bill scheduled

Interested members of the public are invited to take part in discussions on proposed Cal-Med legislation Saturday and Monday, according to Assembly Speaker Jesse M. Unruh.

The public discussions will be held in Room 4202, State Capitol, Sacramento, starting at 10 a.m. both days. After a short briefing session each day, those present will be broken up into small discussion groups.

FEPC issues directory of fair housing groups

The State Fair Employment Practices Commission has published a directory of 170 groups actively promoting fair housing in California.

Single copies are available free from the FEPC, Post Office Box 603, San Francisco 94101.

Picnic sets record

The AFLCIO Labor Day Picnic set the 1965 attendance record at the Alameda County Fairgrounds in Pleasanton, with an estimated 5,500 persons, according to a summary of fairgrounds activity for the year.

Profit records

Profits of American business and industry smashed all previous records during the third quarter of 1965, according to newspaper and U.S. Commerce Department reports.

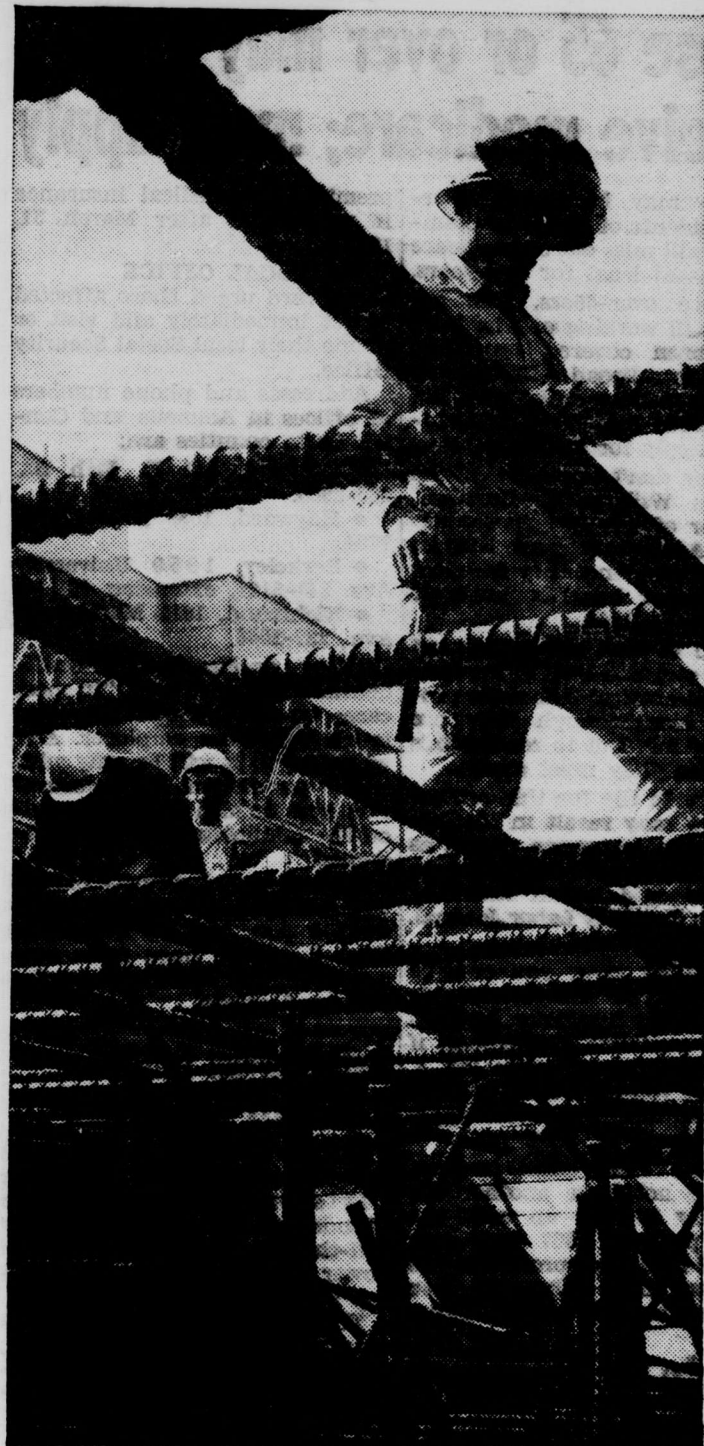
Teachers win fight for health plan

The Oakland Board of Education has promised full payment of group health plan premiums in next year's budget, according to the "OFT Classroom Teacher," publication of Oakland Federation of Teachers, Local 771.

For an employee with a family, the increase "will equal or surpass the one per cent salary increase voted two weeks earlier," the union said. Funds will come from a permissive tax override and will not affect the operating budget.

Two members of the school board paid tribute to Local 771's efforts to obtain the health plan benefit for teachers.

NURSERY SCHOOL Teachers 1630 was accepted as a new affiliate by the Central Labor Council at its regular meeting Monday night in the Labor Temple.



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VICE PRESIDENT HUBERT H. HUMPHREY is welcomed to the platform at the AFLCIO Convention in San Francisco by, from left, AFLCIO Vice Presidents David Dubinsky, Joseph Keenan and Walter P. Reuther, with AFLCIO President George Meany at the podium.

Those 65 or over may still receive medicare; must apply

There may be 10,000 65-or-over residents of Alameda County who will miss out on medicare benefits—at least for two years.

These over-65ers, who are either still working or who have never been covered by social security or railroad retirement or been on welfare rolls, may not know about the March 31 deadline to apply for medicare.

If they don't apply by March 31, says William B. Hayward, manager of the U.S. Social Security Administration's District Office in Oakland, they face loss of medicare benefits until at least July 1, 1968.

People 65 and over, Hayward pointed out, can qualify for hospital and medical insurance protection even though they are still working. But to receive this protection they must apply.

Failure to file for this protection now may result in the loss of valuable insurance rights, as well as increased costs later on, Hayward said in an interview with the East Bay Labor Journal. He said:

"By filing now, you can be sure that you will be eligible when health insurance benefits become available. Remember, if you are 65 or over before Jan. 1, 1968, and you want to have medical insurance, you must apply before March 31, 1968.

"If you do not enroll in time, you will not have another opportunity to sign up until the latter part of 1967 and your medical insurance protection will not start until July, 1968. You will also have to pay a higher

premium for medical insurance if you enroll after March 31, 1968."

VISIT LOCAL OFFICE

Hayward urged those affected to act immediately and visit or phone their local Social Security Office.

Addresses and phone numbers of offices in Alameda and Contra Costa counties are:

- Oakland, 831 E. 14th St., 835-2600.

- Hayward, 1089 B St., 537-7724.

- Berkeley, 1950 University Ave. 841-5121, extension 431.

- Richmond, 1011 MacDonald Ave., 237-2066.

"Your application is confidential," Hayward said. "In most cases we will not need to get in touch with your employer. And when we do it will be only with your permission. All information you furnish the Social Security Administration is confidential."

All four social security offices will be open Thursday nights until 8 p.m. and on Saturdays from 8 a.m. to noon from now on to handle medicare queries and applications.

Judish given full-time MDTA-OJT assignment

Ralph Judish, a consultant in the Oakland office of the State Division of Apprenticeship Standards, has been assigned full-time to work on U.S. Manpower Development and Training Act on-the-job programs.

The state division obtained extra federal funds which enabled it to hire additional personnel and assign Judish full-time to MDTA courses. Direct responsibility for MDTA on-the-job programs rests with the U.S. Bureau of Apprenticeship and Training.

Laney tests

New students planning to attend Laney College this spring are required to take a classification test, which will be given this Saturday, next Thursday and Jan. 19, according to Registrar Paul Homes. Registration will be Jan. 31 and Feb. 1.

Poverty referral center

Full-time screening and referral services for applicants for anti-poverty and job training programs are now available at the City of Oakland's North Oakland Area Service Center, 905 55th St.

New bond rule will save money for many unions

Unions may be able to save money by buying cheaper bonds covering their officers and employees, Harold Huxley, western director of the U.S. Department of Labor's Labor-Management Reports Office, has announced.

Huxley explained that Congress recently amended the Labor-Management Reporting and Disclosure (Landrum-Griffin) Act by providing that unions may use fidelity—or honesty—bonds to comply with the law's bonding requirements.

Before the amendment, the LMDRA required that unions bond for "faithful discharge of duties." Bonding companies, unsure of what that unique requirement really meant, imposed a special surcharge on union bonding premiums.

"The recent amendment eliminates the basis for that surcharge," Huxley said.

Purpose of the bonding provisions of the LMRDA is to protect funds of union members, Huxley noted.

"The amendment assures this protection, since the honesty bond is similar to that used by corporations, banks and other financial institutions," he said.

Huxley suggested union officers ask their bonding companies or their international unions about the possibility of obtaining lower cost bonds.

13 affiliates are co-sponsors of State AFLCIO scholarships

Sixteen \$500 college scholarships will be awarded by the California Labor Federation, AFLCIO, and 13 affiliated organizations this year.

Details of the federation's 16th annual scholarship contest were announced by Secretary-Treasurer Thomas L. Pitts.

Scholarships will be offered by the federation and affiliates to seniors in public, private and parochial high schools throughout the state.

Secretary-Treasurer Pitts invited all high school seniors in the state to gain "a fundamental understanding of the role of the labor movement in our democracy" by taking part in the contest.

Brochures announcing the contest have just been sent to the more than 1,000 high schools.

DEADLINE MARCH 21

Deadline for applications is March 21. A two hour examination will be held in each high school where applicants have filed on April 15.

Purpose of the examination will be to determine the applicants' knowledge and understanding of labor, business, industrial and government problems, as well as ability to present this information in a meaningful and effective manner.

The brochure describing the contest lists suggested reading and resource materials.

Thirteen of the 16 scholarships are being co-sponsored by affiliates:

Butchers Local 498, Vallejo; State Carpenter's Ladies Auxiliary; California Legislative Board, Brotherhood of Railroad Trainmen; State Council of Carpenters; State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; State Council of Lathers; State Council of Retail Clerks; Los Angeles Building Trades

Teachers plan research grants in several fields

The American Federation of Teachers, AFLCIO, has announced that it will award 100 research grants ranging from \$100 to \$1,000 to professors, teachers and advanced students for original studies on education, social or physical sciences and labor-management relations.

The AFT adds that the studies should:

- Avoid the "ivory tower" approach.
- Help the classroom teacher.
- Provoke the "fat cats" in education, and
- Stir the layman to action.

Council; Los Angeles District Council of Carpenters; Los Angeles Painters District Council No. 36; Studio Utility Employees Local 724, Hollywood; Western Federation of Butchers and Bay Area Council of Communications Workers.

CONVENTION GUESTS

The 16 winners will be invited to attend the State AFLCIO convention in San Diego Aug. 15 to 19 as the federation's guests.

Judges will be: Don Vial, chairman, Center for Labor Research and Education, University of California; Frederick A. Breier, professor of economics, University of San Francisco; Leon F. Lee, associate professor of industrial relations, San Jose State College, and Benjamin Aaron, director, Institute of Industrial Relations, University of California at Los Angeles.

Information about the competition may be obtained from the California Labor Federation, 995 Market St., San Francisco 94103. The phone is 936-3585.

Stella D'Oro strikers win 42 cent package

Members of Bakery and Confectionery Workers 444 won wage and fringe benefits totalling 42 cents an hour in their recent strike at Stella D'Oro Biscuit Company of California in San Leandro.

The package increase included 32 cents in cash raises—five cents retroactive to last Nov. 1, and 13½ cents an hour each on Nov. 1, 1966 and 1967.

Other increases were in fringe benefits. These included a \$4.11 monthly increase in pension contributions, \$8.65 per month for a dental plan and a tenth paid holiday.

24,053 apprentices in training in California

Charles F. Hanna, chief of the State Division of Apprenticeship Standards, has announced that 24,053 apprentices were in training in California at the end of November.

He said 880 new apprentices were registered in state-licensed programs during the month.

Heads state conference

Albert R. Tully, business agent for Bricklayers 10 in San Jose for the last 15 years, has been elected president of the California State Conference of Bricklayers, Masons, Tile Setters, Marble and Terrazzo Workers.



EIGHT NEW VICE PRESIDENTS of the AFLCIO met with AFLCIO President George Meany shortly after their election at the convention in San Francisco. Shown are, left to right, front row, I. W. Abel, Steelworkers; P. L. Siemiller, Machinists; Meany; Anthony J. DeAndrade, Pressmen; Ralph Helstein, Packinghouse Workers; back row, George Burdon, Rubber Workers; Hunter P. Wharton, Operating Engineers; David Sullivan, Building Service Employees, and Paul Jennings, Electrical, Radio and Machine Workers.

Salute to Brown for Contra Costa

Governor Edmund G. (Pat) Brown will be honored at a Contra Costa County "Dinner Salute" Jan. 26 at the Galileo Club in Richmond, according to County Democratic Chairman Charles Weidner, who said more than 500 persons are expected.

Weidner called the \$25-a-plate affair "an opportunity for Governor Brown's Contra Costa County friends to pay tribute to Pat for all he has done for our county and our state."

He added:

"The progress and prosperity we have enjoyed as Californians has been made possible largely through the vision and effort of Governor Brown and his Democratic team, and this is our way of saying thanks for a job well done."

OFFICIAL UNION NOTICES

RETAIL CLERKS 870

The next regular membership meeting will be held on Tuesday, Jan. 11, 1966, at 8 p.m. at the Union Auditorium, 6537 Foothill Blvd.

Fraternally,
CHARLES F. JONES,
Pres.

AUTO AND SHIP PAINTERS 1176

The next regular meeting will be at 8 p.m. Jan. 18 in Hall D of the Labor Temple, 2315 Valdez St., Oakland.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

RUBBER WORKERS 64

This month only, the regular meeting will be on the third Saturday, Jan. 15, at 6 p.m. at Auto Workers Hall, 1406 Seminary Ave., Oakland.

The Union Office has been moved to 23740 Nevada Rd., Hayward 94541.

A full-time deputy registrar of voters will be present at all of our meetings.

Fraternally,
LES PLOWRIGHT,
Pres.

BARBERS 134

Brothers, our first regular monthly meeting in 1966 will be held on Thursday night, Jan. 27, at which time the newly-elected officers will be installed.

The pension payments are due with the January dues. We are hoping that these payments will be made quarterly. However, you may pay by the year if you so desire.

On Monday afternoon, Jan. 10, at 1:30 p.m., modern hair styling, molding and shaping of hair will be demonstrated by Mrs. Joanna Harris in Room 211-A, Laney College.

All journeymen Barbers are urged to attend.

Again, I wish the membership a Healthful and Prosperous New Year.

Fraternally,
JACK M. REED,
Secty.-Treas.

MILLMEN'S 550

The next regular meeting of Millmen's Local 550 will be held on Jan. 21, 1966, and will be a special called meeting for the election of delegates to the state convention, to be held in February, 1966. The special meeting will be held in conjunction with the regular membership meeting.

The monthly dues to this local have increased by 25 cents per month, except that outside workers will pay 50 cents per month more. The dues of retired members will not change.

The blood bank assessment for 1966 will be \$1, instead of 50 cents.

Fraternally,
JACK ARCHIBALD,
Rec. Secty.

HAYWARD PAINTERS 1178

The Jan. 7 and Jan. 21 meetings will be special called meetings to nominate and elect three delegates to the State Conference of Painters convention, to be held in Hollywood the first week in March.

Fraternally,
R. H. FITZGERALD,
Rec. Secty.

CARPENTERS 36

Unless otherwise specified, regular meetings will be held on the first and third Thursdays at 8 p.m. at 761 12th St., Oakland, starting in January, 1966.

There will be a special called meeting at 8 p.m. on Thursday, Jan. 6, 1966, to vote on the election of delegates to the California State Council of Carpenters Convention, which will be held in February, 1966, at Santa Barbara, Calif.

Starting in January, 1966, the dues of all Carpenters will be \$7.50 per month.

Fraternally,
OSCAR N. ANDERSON,
Rec. Secty.

AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10360 MacArthur Blvd., Oakland.

There will be a special order of business at the regular meeting on Tuesday, Feb. 1, 1966, at the Oakland Auditorium Theatre at 8 p.m. For those members employed on night shifts, there will be a meeting at 1 p.m. in our building located at 10260 MacArthur Blvd., Oakland. The purpose will be to act on the proposed amendments to our by-laws.

Fraternally,
DON CROSMAN,
Rec. Secty.

E.B. MUNI EMPLOYEES 390

CITY OF RICHMOND (D, DP)
Wednesday, Jan. 12, 4:30 p.m.
Corporation Yard.

EXECUTIVE BOARD
Thursday, Jan. 13, 7:30 p.m. Labor Temple, Room 220.

CITY OF EL CERRITO (C)
Monday, Jan. 17, 4:30 p.m., Corporation Yard.

CITY OF OAKLAND (F)
Wednesday, Jan. 19, 8 p.m., Labor Temple, Room 220.

HIGHLAND HOSPITAL (GH)
Wednesday, Jan. 26, 8 p.m., Labor Temple, Room 220.

FAIRMONT HOSPITAL (GF)
Thursday, Jan. 27, 7 p.m., Day Room.

Fraternally,
DAVE JEFFERY,
Exec. Secty.

U.C. EMPLOYEES 371

Our next regular meeting will be Jan. 8, 1966, at 921 Kains Ave., Albany, Calif., (YMCA) at 2 p.m. All members are urged to be present. Election and installation of officers for the coming year will be the special order of business. Negotiations are in progress, and other big things are in the making. So be a part of it.

Support your officers, your union and yourself by getting your dues paid up to date. Anyone in arrears over two months is not eligible to vote. Remember: United we are strong.

Fraternally,
W. G. WHITCOMBE,
Secty.-Treas.

PAINT MAKERS 1101

At the special meeting of Nov. 16, 1965, the basic monthly dues were raised from \$5 to \$6 effective Jan. 1, 1966.

No partial payment can be credited to dues; so avoid delinquency charges by sending the proper amount.

Fraternally,
WILLIAM BOARDMAN,
Rec. Secty.

UNITED STEELWORKERS 4468

Regular meeting held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 36th Ave., Oakland.

Fraternally,
FRANK V. MCINTOSH,
Rec. Secty.

PAINTERS 127

Our next meeting will be Jan. 13. This will be a special called meeting to nominate delegates to the State Conference of Painters.

Fraternally,
JIM BROWN,
Rec. Secty.

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JACK LONDON SQUARE
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HAYWARD CARPENTERS 1622

The office of the financial secretary remains open Friday evenings. Our regular meetings are held every Friday at 8 p.m.

Our social event is held the last Friday of each month.

The stewards' meeting of Carpenters Local 1622 has been changed to the second Tuesday of each month.

At our special called meeting of Friday, Oct. 15, 1965, the members present voted to assess themselves \$2 per year for the Blood Bank beginning Jan. 1, 1966.

The Blood Bank of Local Union 1622 is in need of blood donors. The local will pay each donor \$15 for each pint of blood given. Contact the office of the Financial Secretary for your donor slip.

There will be a special called meeting held Jan. 14, 1966, at 8 p.m. for the purpose of nominations and election of delegates to the 37th convention of the California State Council of Carpenters, being held at Santa Barbara Feb. 8 through 11, 1966.

Our next regular meeting will be held Friday, Jan. 7, 1966.

Fraternally,
A. W. RICE,
Rec. Secty.

BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley.

Dues will be \$7.50 (seven dollars and fifty cents) as of Jan. 1, 1966.

There will be a special called meeting on Thursday, Jan. 6, 1966, for the purpose of nominating and electing two delegates to the California State Council of Carpenters convention, to be held at the Miramar Hotel, Santa Barbara, Feb. 8-11, 1966.

At this meeting, we will also nominate and elect a trustee for the ensuing term. Refreshments will be served.

Fraternally,
NICK J. AFDAMO,
Rec. Secty.

ALAMEDA CARPENTERS 194

Local 194 meets every first and third Monday at 8 p.m. with refreshments served in the canteen after each meeting on the first Monday of each month.

Members please take notice of this particular item of interest: Dues will be \$7.50 (seven dollars and fifty cents) as of Jan. 1, 1966.

Fraternally,
J. W. NIXON,
Rec. Secty.

SHIPWRIGHTS 1149

Attention, members of Shipwrights Union, Local 1149:

To renew membership in the union's Blood Bank for 1966, you must have your \$2 in our office before the end of February, 1966.

Fraternally,
JAMES ALLAN,
Rec. Secty.

Look for the union shop card, ask for a union clerk to serve you, and demand the union label!

CLARENCE N. COOPER MORTUARY
"Built by Personal Service"
Main Office
FRUITVALE AVE. AT EAST SIXTEENTH STREET
Telephone: 838-4114

BUILDING SERVICE 18

Meeting dates fourth Friday of every month. Meetings at 3 p.m. and the regular evening meetings at 7 p.m., both at the Cooks Hall, 1608 Webster St., Oakland, Calif.

SPECIAL ELECTION NOTICE

The election of April 9, 1965, with respect to the office of Secretary-Business Agent of BSEIU, Local 18, in which Victor C. Brandt and Edna E. Lallement were the candidates, has been set aside on orders of the General Executive Board of the International Union. A new election for that office only between the candidates for the balance of the term has been scheduled for Friday, Jan. 7, 1966, at the headquarters of the union, 1628 Webster St., Oakland, Calif. The polls will be open from 6 a.m. until 8 p.m. on that date. By direction of the General Executive Board, the election will be supervised by Vice-President Arthur T. Hare.

Fraternally,
VIC BRANDT,
Secty.-Bus. Rep.

STEEL MACHINISTS 1304

Regular meeting Thursday, Jan. 6, at 8 p.m. Executive Board meets 6:30 p.m.

If wives of 1304 members read this notice, send your old boy to a meeting. We need his help. Thank you.

Fraternally,
DAVE ARCA,
Secty.

CO. SCHOOL EMPLOYEES 257

The regular meeting of Alameda County School Employees Local 257 will be held at 2 p.m. Saturday, Jan. 8, 1966, at the Electrical Workers Hall, 1918 Grove St., Oakland, Calif.

All members of Local 257, please take note:

Election of officers and delegates will be the special order of the day. Please notify the secretary by letter if you will be absent, as this is a special meeting with a \$5 fine.

The Executive Board meets at 9:30 a.m. All officers and board members, please take note.

Fraternally,
HAROLD BENNER,
Secty.

PG&E plans \$1 million per day for construction

Pacific Gas and Electric Co. will continue spending more than \$1 million every working day for construction of new facilities during 1966, according to Board Chairman Robert H. Gerdes.

Large projects in the East Bay will include: expansion of the gas control terminal at Antioch, 17 miles of 24-inch main in Solano and Contra Costa counties, and facilities for the 500,000 volt transmission lines from Siskiyou County to Kern County—including new transformers and switching equipment at some substations in this area.

CLC criticizes United Crusade

The United Crusade should recognize the role of unions in its fund drives, according to the Central Labor Council.

The Labor Council adopted a recommendation Monday night criticizing recent Crusade publicity on the role of Communications Workers 9415 members in its 1965 campaign.

A picture in the Crusade's house organ, the "Goal Getter," identified them as Pacific Telephone employees but neglected to mention their union, Local 9415, which provides major support to the fund drive.

The Labor Council acted upon recommendation of its own Community Services Committee.

Booklet available on planning for happy retirement

A booklet designed to get older workers to think about their future, "Are You Planning on Living the Rest of Your Life?" is now available for workers approaching retirement age.

It is a joint publication of the Administration on Aging of the Department of Health, Education and Welfare and the Mayor's Commission for Senior Citizens of Chicago, and is intended to stir those who may not have received pre-retirement counseling into planning for the time when they go on pension.

"Some people are just beginning to learn how to retire," a foreword says. "And these are some of the things they are finding:

- "Retirement from your job does not mean retirement from life.

- "Retirement can be more than 'moving to a warm climate' or just 'going fishing'. Many people don't move. And going fishing, or any single activity, may become tiresome after a while.

- "A successful and happy retirement doesn't just happen. It requires planning.

- "Good planning takes time. There is no set age to begin. Give some thought to it now — whatever your age."

The 72-page booklet, Administration on Aging Publication No. 803, may be ordered from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. The price is 30 cents each.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it!

LOCAL No. 18 MEMBERS B.S.E.I.U.

Return

EDNA E. LALLEMENT

TO OFFICE

ELECTION: January 7, 1966 (Friday)

UNION OFFICE—1628 WEBSTER ST., OAKLAND.

6:00 A.M. TO 8:00 P.M.

VOTE:

EDNA E. LALLEMENT ☒

EAST BAY LABOR JOURNAL, FRIDAY, JANUARY 7, 1966 5

Retail Clerks Union 870

BY CHARLES F. JONES

Happy New Year!

We trust in your New Year resolutions you will resolve to take a more active part in your union and attend union meetings frequently. Many items of interest are discussed at the meetings, and to be well informed on union affairs you should make an effort to attend the monthly meetings.

We have two major contract openings for negotiations in 1966, and we will need the full support of the membership in our efforts to negotiate greater benefits for you and your family. We must also look beyond 1966 and plan for the future, as most of our long-term agreements expire in 1967.

We plan to send out questionnaires to the employees of Simon's and the employees working in the food division to get your ideas for future negotiations. When you receive these questionnaires, we trust that you will take the time to answer the questions and respond with any suggestions that you may have.

IMPORTANT

All members covered under the Northern California Retail Clerks-Employers Welfare Trust Fund (Health and Welfare) who wish to change medical or dental plans may do so during the annual Open Choice Period between Jan. 17 and March 1, 1966. The change will become effective on April 1, 1966.

During the annual Open Choice Period, an employee may add dependents if they are not already covered. If you wish to make any changes, you must come to the Union Office to fill out the necessary forms before March 1, 1966.

IN MEMORIAM

The union regrets to announce the passing of Sister Doris Sohr, (Oliver Corners Drugs), who died on Dec. 21, 1965. We extend our deepest sympathy to the family of Sister Sohr.

Barbers 134

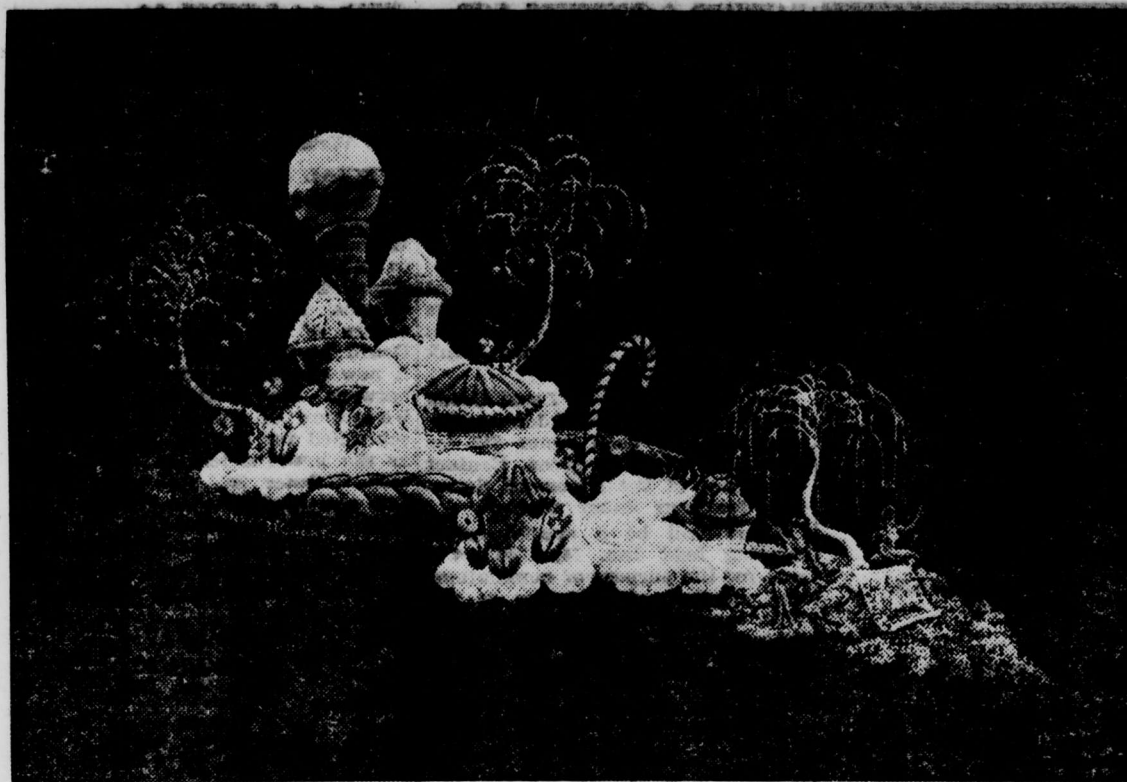
BY JOHN A. MONTE, JR.

To the Members of Barbers and Beauticians Local No. 134:

After the letter that was put out just before our election and the accusations made against me, my labors in the field are almost impossible and I feel I have lost my effectiveness to organize the non-union barbers.

I would like to refute the claim that I put my name in for the O.J.T. program. This is completely false. Eight days before the first class was to begin, the instructor, Brother Manuel Martin, called me at the office to tell me that there was one opening in his class and asked if I would like to attend. I did not call him or anyone else, nor did I put my name in ahead of anyone else.

I also refute the accusation



ONLY FLOAT sponsored by labor in the Tournament of Roses Parade at Pasadena New Year's Day was this one, created by the Bakery and Confectionery Workers International Union. This was the 17th year the BCW sponsored a float in the Rose Bowl parade. Its theme was "A World of Sugar and Spice."

about driving the union auto 240 miles a month on Saturdays to work in my shop. In the first place I do not live 30 miles from my barber shop. Secondly, I haven't always taken the union auto, and when I have taken it I have also stopped at shops to collect dues, deliver cards and even tried to straighten out local problems.

In the letter, I have been accused of violating union regulations. I have never intentionally and of my knowledge violated any union regulations. Let my accusers, therefore, prove their accusations immediately before a fair and impartial trial committee.

There has been enough mud thrown in Local No. 134, and I will not lower myself to the level of a few by throwing any more. However, my work and status in the field have been damaged, and so I feel that in the best interests of the local, I hereby give notice of my resignation, effective, Tuesday, Jan. 4, 1966. I have enjoyed working for you and have given of myself all that I possibly could but feel that if I continued I could only do half a job.

Brothers, it is time that each and every member of Local No. 134 takes an interest in what is going on. Our International has a pension plan second to none. If we work together, we can all grow.

JOHN A. MONTE JR.,
Business Representative

MDTA program

Eighty licensed vocational nurses will be trained under a new Manpower Development and Training Act program lasting 52 weeks in Hayward, according to the U.S. Labor Department. Cost of the program is \$312,388.

Steamfitters Local 342

BY JIM MARTIN

Installation of this union's officers will be held Thursday, Jan. 6, 1966, in Hall M of the Labor Temple. Martin J. Ward, recently advanced to general secretary-treasurer by the United Association, effective March 1, 1966, due to the retirement of William C. O'Neill, will be the installing officer.

Old-time members with 25 years or more of continuous good service as a member of the United Association will be honored and presented pins and certificates. Upon conclusion of this ceremony, a buffet dinner and refreshments will be served.

If you have not read General President Schoemann's article in the December issue of the U.A. Journal, "Analysis of the 1965 Social Security Amendments Including Medicare," we suggest you do, particularly our retired members.

The work situation continues to be good, and 1966 should be another good year for our membership, and by all the officers working as a unit, Local 342 will continue to make progress for better wages, hours and working conditions for you and your families.

Business Representatives Lou Kovacevich and William Weber Sr. join with me in wishing our officers and members the best of health and happiness in 1966.

E. B. Muni Employees 390

BY DAVE JEFFERY

Our union has just been successful in bringing about a title change in the Laborer classification in the City of Oakland. Formerly the title was Laborer-Semi-Skilled Laborer and included two separate pay schedules.

When it came up to salary setting time, there was much confusion and unfairness in trying to compare this classification with similar ones in other jurisdictions. Now the classification has been changed to two separate classifications: Street Sweeper and Semi-Skilled Laborer.

Local 390 is meeting with Assistant City Manager William Hunrick of the City of Berkeley to discuss the necessity of the city immediately furnishing their meter maids with adequate rain gear and adequate coats for cold weather instead of the flimsy ones they now have. Many of our newer members

will be interested to know that our union has a group insurance policy, which covers the member only, and only costs \$2 a month for \$2,000 coverage, and the premium remains constant and does not go up as you grow older.

Fairmont Hospital made changes in sanitary practices at the request of Local 390. Brother Dave Jeffery and Fairmont Chapter Chairman William Jackson met with Fairmont Hospital Director Mr. O. E. Bakko and Dr. Dane to discuss our recent request for changes in the cleaning of the hospital ward kitchens to improve the sanitary conditions.

Mr. Bakko indicated that a medical staff infections committee and Dr. Ware, chief of the division of disease control for the Alameda County Health Department, fully investigated the matter and reported that they found no fault nor hazard with the present cleaning practices.

However one important change which we requested has now been complied with, and that is the assignment of separate cleaning tools for each kitchen.

County plans construction to total over \$1 million

The Board of Supervisors has approved plans for a new \$224,000 railroad overpass on the Pleasanton-Sunol road and has opened bids on three other projects.

These include new municipal court and public safety buildings in San Leandro and remodeling of the first floor of the County Courthouse in Oakland. Total cost of the four projects is expected to exceed \$1 million.

Governor's Industrial Safety Conference set

The Governor's Industrial Safety Conference will be held at the Fairmont Hotel in San Francisco Feb. 3 and 4.

Governor Edmund G. (Pat) Brown will address a luncheon session the second day of the conference. Information regarding tickets and reserved tables for the luncheon may be obtained from the conference coordinator, 557-2327.

De facto segregation

Congressman Adam Clayton Powell (D.-N.Y.) says his House Education and Labor Committee will propose legislation to combat school segregation resulting from racially restricted neighborhoods in the North, commonly called de facto segregation.

Steel Machinists 1304

BY DAVE ARCA

Hi. 1966 is here. This is an election year. We can win or we can lose, depending on the voters' views. Voters need to know the issues. Need to analyze the stakes. Then they vote their minds sincerely. Otherwise they fall for fakes.

Anti-labor groups are active. Aiming for the voters' minds. Twisting logic, spreading rumor, beaming out their light that blinds.

Workers need to heed our unions. Need to know the candidates. Otherwise we lose perspective. Victimized by piques and hates.

Everyone has flaws and failings. Some have more, and some have less. To keep our union strength prevailing, beware deceit in the public press.

Okay. Poetry doesn't appeal to everyone. Maybe not to anyone. But when it clutters up a mind, the only relief is to put it on paper. And if you're short on a topic for these reports, the Journal get's stuck with it. Okay? Okay.

Watchmakers Local 101

BY GEORGE F. ALLEN

This column is being written the week between Christmas and New Year's; so you can understand why we do not have much to report.

We are nevertheless happy to inform you that we have already received two signed new union agreements from San Mateo County employers (other than the chain jewelers, which are already signed). These new agreements do not take effect until March 1, 1966.

We will inform those members who desire to attend the Accutron symposium Jan. 16, 1966, of all particulars as to time, place, etc.

Steamfitters Credit Union

BY JOHN J. ANGLIM

The credit union will hold its annual meeting on Tuesday, Jan. 24, 1966, in the Labor Temple. The meeting will begin at 8 p.m., and all members are invited and encouraged to attend.

There will be six \$25 awards. All members of Steamfitters Local No. 342 and their immediate family members are eligible to join, and applications from persons wishing to join will be accepted at the door.

The purpose of the annual meeting is the review of credit union business, reporting by the committees on operations, and the election of officers. Your credit union is owned solely by the membership, and each shareholder is eligible for a voting on all issues.

Your credit union needs your support to grow. Do your part by attending the annual meeting and learning how it works for all members.

Building permits

The City of Oakland issued 671 building and alteration permits for projects with an estimated value of \$6,047,780 during November, topping the value for the same month last year by more than half a million dollars.

AFSCME wins

Bargaining rights for nearly 21,000 workers in the City of New York's Department of Hospitals were won by the AFLCIO American Federation of State, County and Municipal Employees in an election. The vote was: AFSCME, 7,651; Teamsters, 5,689.

I AM MOVING

Effective _____ I am moving to a new address

Name _____ Union No. _____

Old Address _____ City _____

New Address _____ City _____

Out out and mail to:

EAST BAY LABOR JOURNAL
1622 East 12th St., Oakland, Calif. 94606

Central Labor Council makes gains in 'skills center' efforts

Continued from page 1

submit their views on the ground rules in writing also.

PERALTA COLLEGES

Labor had already made considerable progress in making the "skills center" proposal palatable before Tuesday's important session.

At the Central Labor Council meeting Monday night, Ash reported that originally the proposal was to have the center operated on a contract basis, possibly by private industry like the Camp Parks Job Corps Center.

Upon labor's insistence, he said, it is now fairly definite that the Peralta Junior College District will administer the "skills center" under an MDTA grant.

Other progress in labor's effort to make the program a realistic and effective one followed meetings between CLC officials and William Becker, Governor Brown's human rights representative.

Becker came to Oakland after Governor Brown issued a statement Dec. 31 in which he called the project "exceedingly important."

But the governor added that "at the request of the Alameda County Central Labor Council and other interested parties" he was asking Sheets and Roney to assist in developing plans.

The governor noted that paramount considerations in establishing the skill training center include the selection of occupations in which training is to be given and determining the extent to which job openings will exist, as well as financing, courses and training facilities.

TRIBUNE CRITICIZED

Ash criticized the Oakland Tribune's report of the governor's statement for saying the

CLC honors Mrs. Hardy

The Central Labor Council adjourned in memory of Norma Hardy, wife of George Hardy, first international vice-president of the Building Service Employees. Mrs. Hardy died Dec. 29, according to Ed Collins, President of Hospital Workers 250, who made the motion.

Labor Council "considered the skills center proposal as a reflection on its apprenticeship programs" and a "boondoggle."

He emphasized that the Labor Council has played a leading role in attempts to obtain equal employment rights for minority group members.

Civil rights groups know this, but the Tribune's distortion might give uninformed persons the wrong idea, Ash declared, adding that the CLC merely opposes training persons in fields where there are already too many job seekers.

BART worker shortage denied at BTC meeting

Continued from page 1

times during the year is construction unemployment "down to only a handful of people."

The BTC business representative made his report after telling the council that it was "high time the union side was placed before the public."

He said he planned to do just this at a public session scheduled by the Oakland Town Meeting at 8 p.m. next Monday at the Oakland Public Library.

Three points of view on the topic "BART Employment—The Challenge of Upgrading" will be presented.

Childers will speak on the union viewpoint. Other speakers are scheduled to include: James Brown, community relations officer, Bay Area Rapid Transit District, and Thomas L. Fike, attorney and executive director, East Bay Conference on Race Relations.

UAW aids L.A.

The United Auto Workers has increased its investments in six Los Angeles area banks and savings and loan firms to \$240,000 to help provide funds to meet the pressing needs of persons in Central Los Angeles in the wake of the Watts riots.

Demand the Union Label!



VICE-PRESIDENTS of the AFLCIO Building and Construction Trades Department are sworn in at the recent convention in San Francisco. Department President Richard J. Gray administers the oath of office.

A redwood park 'worthy of name' urged by Cohelan

Congressman Jeffery Cohelan (D-Berkeley) has again urged a large national redwood park in northern Humboldt County.

In a letter to Secretary of the Interior Stewart Udall, Cohelan urged the Johnson Administration to shun compromise measures and support a park "worthy of its name."

The Berkeley congressman expressed concern that "mounting budgetary and lumber industry pressures" would result in support of a less desirable park.

He and other congressmen have introduced bills to set aside 90,000 acres for the park along Redwood and Prairie creeks in northern Humboldt County.

Cohelan said this plan "would not only preserve the greatest acreage of virgin redwood, but offer the best balanced park in terms of ecology, outstanding natural features, redwood resources and administrative feasibility."

San Jose union's attendance fine upheld by judge

A judge has upheld a non-attendance fine by Retail Clerks 428 in San Jose.

Superior Judge Gerald S. Chargin let stand a small claims court decision appealed by the member.

In the small claims court case, Local 428 was awarded \$8 from the member, John Chandler.

Chandler, a Safeway clerk, was also ordered to pay \$17 in court costs and attorneys' fees.

The attorney for the union, Francis J. McTernan, argued that Chandler was bound by the union's bylaws, which fix a \$1 fine for each month in which a members fails to attend a union meeting.

BINDING CONTRACT

McTernan said the bylaws are a binding contract between the union and each member. He added that Chandler agreed to them when he joined the union.

Legal authorities, McTernan argued, uphold a union's right to "prescribe its own rules" for membership and for its own affairs under the Taft-Hartley Law.

The only limit to this right, McTernan contended, is where the employee's job rights are affected. He said Chandler's job rights were not interfered with by the local.

Union wins \$5,230 back pay for 3 fired by optometrist

Office and Technical Employees 29 has won \$5,230 in back pay for three former employees of Dr. M. B. Rich, Oakland optometrist.

A National Labor Relations Board Examiner ruled that the three were fired for union activity.

Joseph Nedham, Local 29 business representative, said Dr. Rich tried to claim exemption from NLRB jurisdiction as a "professional" man.

But Trial Examiner E. Don Wilson rejected this plea, noting that Dr. Rich received \$500,000 gross income annually from 11 offices in California and that he received supplies valued at more than \$50,000 from suppliers, that he "usually sold glasses to patients for \$24.50, the glasses costing him, from the supplier, \$7" and that he employed a considerable number of both professional and non-professional persons.

"This is business," Trial Examiner Wilson ruled.

UNFAIR PRACTICE

Wilson found Dr. Rich guilty of an unfair labor practice in firing the three workers, who wanted representation by Local 29.

The "house cleaning" took place shortly after the non-professional staff at the Oakland

office of Dr. Rich authorized Local 29 to represent them.

The trial examiner told Dr. Rich to "cease and desist" in his anti-union activities. He directed the optometrist to reinstate the employees and pay them the back pay plus six per cent interest.

The pay is for approximately one year and is the difference between what the women would have earned at Dr. Rich's and any interim wages, according to Business Representative Nedham.

Nedham said that negotiations are currently in progress with Dr. Rich for a union contract but said Local 29 is making "little headway" because of the optometrist's attitude.

"Dr. Rich reminds me of the last of the 19th Century employers," Nedham declared, adding that employees receive no medical plan and work a six day, 48 hour week.

Nedham also noted that Dr. Rich's offices receive wide patronage from members of other unions.

CALIFORNIA INDIANS, with the biggest population growth among the state's ethnic groups, also lag most in employment, education and income, according to the State FEPC.

Edwards says HUAC's probe of Klan is unconstitutional

Congressman Don Edwards (D-13th Dist.) criticized the House Un-American Activities Committee's investigation of the Ku Klux Klan in a recent talk at California State College in Hayward.

Edwards was quoted by The Pioneer, student newspaper, as saying:

"It makes no difference how obnoxious your views are; you are entitled to a fair trial. . . . The House Un-American Activities Committee investigation of the Ku Klux Klan represents an unconstitutional legislative trial."

Other highlights of the congressman's talk at a President's Convocation at Cal State, as reported in The Pioneer, included the following:

• Edwards said he favored making murder for racial reasons or murder of a civil rights worker a federal crime. He pointed out there have been 93 unsolved murders of this kind in

the South during the last two years. Convictions in such cases are virtually non-existent, Edwards charged.

• Complimented for voting against a \$700 million appropriation for the United States war in Vietnam, Edwards replied: "I am not one of those who favors getting out of Vietnam." He said he voted "no" because the appropriation bill amounted to a blank check for the Administration.

• Edwards upheld the rights of anti-Vietnam marchers and urged our government to encourage full debate on its role in world affairs.

• Reading from George Orwell's "1984," the congressman criticized the growing use of electronic eavesdropping devices by government agencies but added: "The terrible thing is that government snooping is small potatoes compared with the private snooping that is going on."



CARE PACKAGE containing woodworking tools will enable this Vietnamese war zone refugee to work at his trade and help rehabilitate his strife-torn nation. AFLCIO President George Meany has asked union members to give to the refugee aid appeal of CARE, the international relief agency which American unions helped found nearly 20 years ago.



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Kohler victory: R-T-W, union-busting key issues

One of the longest, bitterest labor disputes in United States history finally appears to be over.

The Kohler strike will be remembered along with such events as the Pullman strike, the Homestead steel strike and the Ludlow massacre.

The strike itself lasted six years. It ended in 1960, and the National Labor Relations Board ruled that Kohler had prolonged it by using unfair labor practices. Later the NLRB ruled that the entire walkout was caused by unfair practices by the company; it ordered reinstatement of most of the strikers, who were members of United Auto Workers 833.

But it was not until last month that the company finally agreed to pay \$3 million in back wages to about 1,000 UAW members who struck in 1954, as well as about \$1½ million to restore pension rights.

The Kohler strike was not over wages or fringe benefits. It was over the union shop. Kohler provoked the lengthy strike — and lost it — because of its espousal of so-called right-to-work — the right to work without sharing in the obligations as well as the benefits of union membership.

This is the same undemocratic, union-busting open shop cry championed by the Knowlands and Goldwaters and the last-ditch partisans of Section 14(b) of the Taft-Hartley Law.

The ultimate victory of the United Auto Workers in the company town of Kohler, Wis., is a tremendous victory for all of organized labor.

The victory is significant for all unions, too, because Kohler imported strikebreakers eight weeks after the strike and engaged in one of the fiercest attempts to bust a union in U.S. labor-management annals.

The fairly amicable settlement by Kohler with the union last Dec. 17 is evidence that the company lost this holy crusade, too.

Give Senate the right to vote

The majority of members of the House of Representatives voted to repeal Section 14(b) of the Taft-Hartley Law last year.

The majority of the members of the Senate were in favor of repealing this right-to-work provision, too.

But a coalition of Republicans and Dixiecrats joined in a filibuster headed by GOP Leader Everett Dirksen. It takes a two-thirds vote to shut off a Senate filibuster. The GOP-Dixiecrat coalition kept the measure from coming to a vote.

To those of us in organized labor, who have always opposed filibusters because they thwart the democratic process in a representative government, the issue now isn't right-to-work. It's the right-to-vote.

We believe the U.S. Senate should have the right to vote on this vital issue.

One of California's U.S. Senators, Thomas H. Kuchel, a Republican, voted to stop the filibuster. The other, George Murphy, also a Republican, voted to let it continue.

Our job is to persuade Senator Murphy that the U.S. Senate has the right-to-vote on right-to-work in the Second Session of the 89th Congress.

Toward decent pensions

Pensions negotiated under collective bargaining agreements are usually pitifully small. Even with social security benefits, a retired worker and his wife don't have enough for decent living unless they have other income.

Also, too many pension plans lack vesting provisions. If you worked 10 years somewhere else, or in a different occupation earlier in your life, whatever pension benefits you accumulated then were lost when you moved or changed jobs.

Trustees of the Carpenters Pension Trust Fund for Northern California have taken two important steps which, at least in part, correct these injustices.

Bolstered by favorable returns on the huge 46-county fund's investments, and added employer contributions, they have raised maximum pensions to \$200 a month. And they have provided for vesting at age 50 for those with 15 years' service.

These are admirable moves toward the day when all retired workers will receive adequate pensions, and pension rights will be truly "portable" — carried from job to job so the migratory worker, or the one who goes into a different line of work, isn't penalized.

Weather Prospect



OPINIONS - You Write 'Em . . . We Run 'Em!

SOME FALLACIES OF MERIT PLAN SYSTEM

Editor, Labor Journal:

The Oakland Tribune has been publishing a 12-part series of articles entitled "Education's Twelve Labors," by Dr. Max Rafferty, California superintendent of public instruction. On Sunday, Dec. 12, Dr. Rafferty's seventh article said that "teachers need merit pay."

I emphatically disagree with the meritorious pay system in public employment. Once looked upon as the answer to security, the civil service and merit pay system is now being appraised critically by those who sought it during the days of the spoils system.

Dr. Rafferty evidently does not realize that public service workers have found that the merit system alone is not the answer to their problems as public employees; in fact the merit system frequently acts as an impediment or handicap to an employee's progress and development.

The merit system is a myth from the dark ages. Merit pay causes dissension and friction amongst other civil servants. It allows supervisory and management people to play petty politics in hand-picking undeserving favorites for meritorious increases.

Merit pay does not attract a better grade of talent. It merely attracts people interested only in money and security, in that order.

I agree with Dr. Rafferty's professional opponents who still bitterly oppose merit pay for teachers because no objective device for measuring "merit" as yet exists. To back up my feelings, I offer an example of service required to qualify for merit pay in the East Bay Municipal Utility District:

"Consistently above - average performance rendered over a substantial period of time, including for example, regular attendance, loyalty and devotion to the best interests of the District, attention to all pertinent details of the requirement of the

job, cooperation with others; resourcefulness which has resulted in saving of manpower, time and money; deep interest in work motivating action above that normally expected, dependability, above-average initiative resulting in continuously fine performance."

During my 18 years of public service in EBMUD, I have seen, in my opinion, only one person (a supervisor), who has risen anywhere close to the above standards of loyal service and devotion to his job. I strongly feel that merit pay in public service is nothing more than political gifts, in most cases.

Generally, the "principles" of the merit system are as sound today as they were many years ago, but the civil service system has failed to adapt them to techniques which can help public agencies attain objectives in the public service. Civil service (for teacher, craftsman and laborer, alike) has failed to be flexible in its methods and practice of democratic procedures. And this is one reason why so many teachers, and public employees in general, are joining unions today and looking to organized labor to solve their problems.

Thousands of professional teachers and public employees joining unions today are learning that they don't need merit pay. Many unionized public employees have learned that unilateralism is no longer accepted by workers in public service. Teachers, too, have the same basic rights as do other employees, to share with their employers in the right and responsibility of determining the terms of their employment.

By recognizing this right to participate through representatives of their own choosing in determining work methods and working conditions for teachers, Dr. Rafferty can forget merit pay, and substitute it with these other vital "union recognition" procedures to successfully administer the merit system in public schools.

CHARLES E. TEIXEIRA,
Member,
EBMUD Employees 444

AFLCIO & VITAL NEED FOR DISSENT

Editor, Labor Journal:

We consider it a great pleasure and privilege to offer our congratulations to you for the two potent and powerful editorials that appeared in the Dec. 17 issue of East Bay Labor Journal. It takes a certain rare type of insight to penetrate to the core of the majority's weaknesses and a certain rare type of courage to chide, with moderation and admirable restraint, against that weakness.

The espousal of minority, and oftentimes unpopular, viewpoints is an element that made the American labor movement the vital factor it is today. But now, as you most certainly are aware, the labor movement as represented by the AFLCIO, steamrollers all dissenting voices—as you say, everything is black or white with no intervening shades of gray. It is this very factor, the theme that "ideas of non-conformists" are no good, that bids fair to render the greatest organization of workers in the world to impotence.

It is one of our fondest hopes that the labor press recruit more men like you. May your keen mind and articulate typewriter serve the California labor movement for many years to come.

Please accept our heartiest good wishes to you and yours for a productive, prosperous and progressive New Year.

TOM KEENE,
Union Label and
Public Relations,
International
Typographical Union

BROWN & '66

Let's not delude ourselves. We Democrats are in for the toughest scrap we've ever had in 1966. —Gov. Edmund G. (Pat) Brown.

DEMOCRACY, LABOR

Labor is the muscle, the brains and the energy of our economy and our democracy.—Gov. Edmund G. (Pat) Brown.